

OGC 64-5117

18 November 1964

MEMORANDUM FOR: Mr. Kirkpatrick

1. The Agency long ago decided that work conditions for all employees were not the same, and that those employees primarily engaged in clandestine operations abroad or in support thereof led a different life, met different requirements, and constituted a career personnel problem different from intelligence officers primarily engaged in intelligence production at Headquarters. The Agency decided that these differences warranted a different retirement treatment, both in the interest of the individuals concerned and of the Agency. This proposition was put before the Congress, which agreed, and the DCI is, therefore, authorized by law to make this distinction.

2. It is true that the contributions to the two systems are currently the same, but this need not be the case and may vary in either system, up or down, independently of the other. An All Employee Bulletin, dated 20 October 1964, CIA Retirement and Disability System, has been distributed. It said to hold questions until the regulations were finally approved. I think this is still proper and that we should not get out another issuance until we have the regulations approved, at which time we should be able to put out a pretty full description of the philosophy involved.

3. The present state of the regulations is that

partner,

have all read the unclassified material and have been briefed on Agency organization and personnel problems and have been given the classified package which they are currently studying. The classified full transcript of the hearings is being circulated among them. The next step is a meeting of the three of them, which due to their business commitments and Thanksgiving week will probably be the end of the week following Thanksgiving. Hopefully, thereafter they will quickly come to their conclusions.

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*Legislation: Early Lit.*

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<b>Remarks:</b> <p>Kirk: In connection with the attached questions and our reply, there are, of course, other examples. Investigative personnel (as in the FBI) get different benefits from those in the same system, and congressional staff employees make the same contribution as the Civil Service, giving two and one-half per cent for the first fifteen years and two per cent thereafter. Also, of course, the Foreign Service has a separate system like ours but the contributions are the same.</p> <p style="text-align: right;"><b>LRHouston</b></p>			
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